

Fanshawe College

## FIRST: Fanshawe Innovation, Research, Scholarship, Teaching

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Documentation (Approvals etc...)

Hair Stylist

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2006

### FANS 01260 - Hair Stylist Business Plan

Fanshawe College

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# HAIRSTYLIST DIPLOMA PROGRAM

*Proposal to*  
**PROGRAM APPROVAL COMMITTEE**

**SUBMITTED BY SHERI KNOTT  
OXFORD COUNTY DIVISION**

**October 4th, 2006**

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## HAIR STYLIST PROGRAM PROPOSAL

1. Executive Summary
2. CVS Application
3. Course Information Sheets
4. Advisory Committee Meeting Minutes
5. Labour Market Information

## **HAIR STYLIST – EXECUTIVE SUMMARY**

### **PROGRAM DESCRIPTION**

This program will equip students with the needed skills to be successful in this exciting, fast-paced, creative and artistic field. Students will train in a full equipped an functioning modern salon under the guidance of knowledgeable accredited faculty. Students will also benefit from seminars and training sessions conducted by industry representatives and technical specialists.

This program is based upon the 1500 hour Ontario standard curriculum for the trade of Hairstylist, which upon successful completion the student will be eligible for entrance into a 2000 hour in-salon apprenticeship term. Completion of the apprenticeship term qualifies students to write the provincial certificate of qualification examination. Successful completion of this examination sees the student achieve their Hairstylist license.

Beyond the fundamental Hairstyling skills, students will have the opportunity to work with customers in the salon, develop their professionalism and problem solving skills, along with effective communication and small business management. Students will also be involved in advanced infection control, and safe work training.

### **RATIONALE FOR THE PROGRAM**

According to Ontario Job Futures, the employment prospects over the next five years is good. Employment for this occupation is expected to grow more rapidly than the average for all occupations through the year 2007 due to growth in population and incomes. As well, replacement needs are expected to create a substantial number of job openings yearly due to the rapid turnover and the large size of this occupational group.

Business is growing steadily in the personal services industry, according to the latest survey of establishments that provide services ranging from haircuts and facials to other types of personal services such as laundry.

According to the Annual Survey of Personal Services, firms providing personal services in Canada in 2003 experienced rising revenues in the main components of the industry. While some of the revenue increase can be attributed to rising prices, the amount of usage of personal services has increased significantly over the past decade.

Tied to the hairstylist industry, the spa industry has seen rapid growth in Canada over the last decade. An aging population, with many working in high stress positions, has been turning to personal services as an option to manage stress.

The program proposal for Hairstylist was discussed with the Oxford Campus Advisory Committee at the November, 2005 meeting and members were supportive of the program.

**PROPOSED START DATE:** January, 2007

### **ENTRANCE REQUIREMENTS**

OSSD with courses at the general level, GED, ACE Level 4 or mature student with appropriate preparation.

### **EXPECTED ENROLMENT**

No College has offered the Hairstylist program as a post secondary offering, however the numbers of students attending the apprenticeship offerings has increased significantly over the past decade given the high cost of the private schools.

Based on a small ad that was inserted in our Continuing Education course guide in Fall/06 some 45 people have already indicated an interest in attending a program offering here in Woodstock. Our current space will accommodate a maximum of 16-20 students and it is anticipated that the program will remain well subscribed for some time to come.



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**ONTARIO COLLEGES OF APPLIED ARTS AND TECHNOLOGY  
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**APPLICATION FOR PROGRAM VALIDATION**

This proposal will be sent to MTCU for Approval for Funding      X   YES           NO

<b>1. College:</b> Fanshawe College
<b>2. College contact person responsible for this proposal:</b> Name: Sheri Knott Title: Campus Chair, Woodstock/Oxford County Campus Telephone: (519) 421-0144 ext 222 Electronic mail: sknott@fanshawec.ca
<b>3. Proposed Program Title:</b> Hair Stylist
<b>4. Proposed Credential:</b> (please indicate below) Local Board Approved Certificate <input type="checkbox"/> Ontario College Certificate <input type="checkbox"/> Ontario College Diploma <b>XX</b> Ontario College Advanced Diploma <input type="checkbox"/> Ontario College Graduate Certificate <input type="checkbox"/>
<b>5. Proposed Program Outcomes:</b> Please complete and attach the two Program Maps (Appendix A - Form 1 and Form 2)
<b>6. Proposed Program Description:</b> Please complete and attach the Program Description Form (Appendix B)
<b>7. Proposed Program Curriculum:</b> Please complete and attach the Program Curriculum Form (Appendix C)
<b>8. Date of Submission:</b>
<b>9. Date of CVS Response:</b>
<b>10. Validation Decision:</b> <input type="checkbox"/> Proposal Validated (APS Number:                      ) <input type="checkbox"/> Proposal not Validated. Reason:  _____ _____
<b>Signed on behalf of CVS:</b>

Send the completed form and required appendices to: [klassen@collegecvcs.on.ca](mailto:klassen@collegecvcs.on.ca) For detailed information on how to complete the Application for Program Validation, please refer to the Instructions for Submission document. For any additional information contact: College Credential Validation Service, 655 Bay Street, Suite 400, Toronto, ON M5G 2K4; or by telephone at (416) 596-8799



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## **ONTARIO COLLEGES OF APPLIED ARTS AND TECHNOLOGY CREDENTIALS VALIDATION SERVICE**

### **APPENDIX A - PROGRAM MAPS**

#### **(Vocational Program Outcomes & Essential Employability Skills Outcomes)**

##### **Vocational Program Learning Outcomes:**

Form 1(attached) is provided to assist you in mapping your proposed program vocational learning outcomes against existing vocational outcomes found in either Provincial Program Standards or in Provincial Program Descriptions.

Where there is a relevant Provincial Program Standard, the approved Vocational Learning Outcomes must appear in the first column, followed by your proposed program vocational learning outcomes.

Where there are no Provincial Program Standards, the first column will contain program outcomes from the Provincial Program Description. Again, your proposed program vocational learning outcomes will be added in the middle column.

**NOTE: Both these types of documents can be obtained from staff at the CVS or at the Colleges Branch, MTCU.**

The last column will contain a list of the relevant curriculum proposed in your program to address the outcome in a manner that ensures the graduate will have reliably demonstrated the required skill or ability. Course numbers or course codes, corresponding to those provided in your list of courses (Appendix C), are sufficient in this column.

##### **Essential Employability Skills Outcomes:**

A mapping of the Essential Employability Skills (EES) will be done on Form 2 (attached).

The instructions / requirements for this map are the same as for the Vocational Program Map. The first three columns contain the approved skill categories, the defining skills, and the EES learning outcomes. The last column will contain the proposed curriculum (as listed in Appendix C) that will ensure the meeting of these outcomes.



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**ONTARIO COLLEGES OF APPLIED ARTS AND TECHNOLOGY  
CREDENTIALS VALIDATION SERVICE**

**APPENDIX A - PROGRAM MAPS  
Form 1 - Vocational Program Outcomes**

<b>PROVINCIAL PROGRAM STANDARD VOCATIONAL LEARNING OUTCOMES / PROVINCIAL PROGRAM DESCRIPTION OUTCOMES</b>	<b>PROPOSED PROGRAM VOCATIONAL LEARNING OUTCOMES</b>	<b>COURSE TITLE / COURSE CODE (From Appendix C)</b>
None – currently an apprenticeship program	Cut and style hair by using a variety of styling tools to meet client requirements and specifications	AEST1033 – Hair Cutting – Lev.1 AEST3008 – Hair Cutting– Lev. 2 AEST5002 – Hair Cutting– Lev. 3
	Perform a permanent wave using test curl method of verification according to hair type and style	AEST1034 – Perm. Wave & Chemical Relaxing – Lev. 1 AEST3009 – Perm. Wave – Lev.2 AEST5003 – Perm Wave – Lev.3
	Utilize the principles of anatomy in the provision of scalp and hair treatment, manicures and pedicures, facials	AEST1032 – Hair & Scalp – Lev 1 AEST3007 – Hair & Scalp – Lev 2 AEST5005 - Facials & Makeup
	Colour, lighten, tone, highlight, and lowlight hair or remove artificial pigment to the level of colour desired	AEST1035 – Colouring & Lightening Hair – Lev. 1 AEST3010 – Colouring – Lev. 2 AEST5004 – Colouring – Lev. 3



	Adapt to various and changing technologies, applications, and procedures for the hair stylist industry.	AEST3007 – Hair & Scalp – Lev.2 SFTY3007 – Health & Safety -Lev. 2 AEST5002 – Hair Cutting- Lev.3 AEST5003 – Perm. Wave – Lev.3 AEST5004 –Hair Colouring-Lev3
	Facilitate the provision of healthy and safe working environments, and perform sanitisation procedures according to related health legislation	SFTY 1023 – Health & Safety – Level 1 SFTY3007 – Health & Safety – Level 2
	Contribute to the implementation of ongoing strategies for optimal customer service and relations.	BUSI1069 – Salon Functions – Level 1 BUSI 3016 – Salon Functions – Level 2
	Contribute to the development of a business plan, including budgeting and marketing.	BUSI1005 – Intro. To Business Processes
	Contribute to the development of effective strategies for the hiring and training of staff.	BUSI1005 – Intro. To Business Processes BUSI3016 – Salon Functions – Lev. 2
	Apply entrepreneurial skills to the operation and administration of a hair stylist business.	BUSI1005 – Intro. to Business Processes BUSI1069- Salon Functions – Lev. 1 BUSI3016 – Salon Functions – Lev. 2

Add additional rows as required to complete the mapping exercise.



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**ONTARIO COLLEGES OF APPLIED ARTS AND TECHNOLOGY  
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**APPENDIX A - PROGRAM MAPS  
Form 2 - Essential Employability Skills Outcomes**

<b>SKILL CATEGORIES</b>	<b>DEFINING SKILLS</b> Skill areas to be demonstrated by the graduates	<b>ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES</b> The graduate has reliably demonstrated the ability to:	<b>COURSE TITLE / COURSE CODE</b> (From Appendix C)
<b>COMMUNICATION</b>	<ul style="list-style-type: none"><li>• Reading</li><li>• Writing</li><li>• Speaking</li><li>• Listening</li><li>• Presenting</li><li>• Visual Literacy</li></ul>	➤ communicate clearly, concisely, and correctly in the written, spoken, and visual form that fulfils the purpose and meets the needs of the audience	BUSI1069 – Salon Functions – Lev.1 BUSI3016 – Salon Functions – Lev. 2 BUSI1005 – Intro. To Business Processes
		➤ respond to written, spoken, or visual messages in a manner that ensures effective communication	PSYC1023 – Human Relations SFTY3007 – Health & Safety – Lev.2
<b>NUMERACY</b>	<ul style="list-style-type: none"><li>• Understanding and applying mathematical concepts and reasoning</li><li>• Analysing and using numerical data</li><li>• Conceptualizing</li></ul>	➤ execute mathematical operations accurately	AEST1032 – Hair & Scalp – Lev.1 AEST3007 – Hair & Scalp – Lev.2 AEST1034 – Perm. Wave – Lev.1 AEST3009 – Perm Wave – Lev. 2 AEST5003 – Perm Wave – Lev.3 AEST1035 – Colouring – Lev. 1

<b>SKILL CATEGORIES</b>	<b>DEFINING SKILLS</b> Skill areas to be demonstrated by the graduates	<b>ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES</b> The graduate has reliably demonstrated the ability to:	<b>COURSE TITLE / COURSE CODE</b> (From Appendix C)
			AEST3010 – Colouring – Lev. 2 AEST5004 – Colouring – Lev. 3
<b>CRITICAL THINKING &amp; PROBLEM SOLVING</b>	<ul style="list-style-type: none"> <li>Analysing</li> <li>Synthesizing</li> <li>Evaluating</li> <li>Decision-making</li> <li>Creative and innovative thinking</li> </ul>	➤ apply a systematic approach to solve problems	AEST1032 – Hair & Scalp – Lev.1 AEST3007 – Hair & Scalp – Lev.2 AEST1033 – Hair Cutting –Lev.1 AEST3008 – Hair Cutting–Lev.2 AEST5002 – Hair Cutting –Lev.3 AEST1034 – Perm Wave – Lev.1 AEST3009 – Perm Wave – Lev.2 AEST5003 – Perm Wave- Lev. 3 AEST1035 – Colouring – Lev. 1 AEST3010 – Colouring – Lev. 2 AEST5004 – Colouring – Lev. 3
		➤ use a variety of thinking skills to anticipate and solve problems	BUSI1005- Intro. To Business Processes BUSI1069 – Salon Functions – Lev. 1 BUSI3016 – Salon Functions – Lev. 2
<b>INFORMATION MANAGEMENT</b>	Gathering and managing information	➤ locate, select, organize, and document information using appropriate technology	BUSI3016 – Salon Functions – Lev. 2

<b>SKILL CATEGORIES</b>	<b>DEFINING SKILLS</b> Skill areas to be demonstrated by the graduates	<b>ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES</b> The graduate has reliably demonstrated the ability to:	<b>COURSE TITLE / COURSE CODE</b> (From Appendix C)
	<ul style="list-style-type: none"> <li>· Selecting and using appropriate tools and technology for a task or a project</li> <li>· Computer literacy</li> <li>· Internet skills</li> </ul>	<p>and information systems</p> <p>➤ analyse, evaluate, and apply relevant information from a variety of sources</p>	<p>BUSI1005- Intro to Business Processes</p> <p>PSYC1023 – Human Relations</p>
<b>INTER- PERSONAL</b>	<ul style="list-style-type: none"> <li>· Team work</li> <li>· Relationship management</li> <li>· Conflict resolution</li> <li>· Leadership</li> <li>· Networking</li> </ul>	➤ show respect for the diverse opinions, values, belief systems, and contributions of others	<p>BUSI3016 – Salon Functions – Lev. 2</p> <p>PSYC1023 – Human Relations</p>
		➤ interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals	<p>BUSI1069 – Salon Functions – Lev. 1</p> <p>BUSI3016 – Salon Functions – Lev. 2</p>
<b>PERSONAL</b>	<ul style="list-style-type: none"> <li>· Managing self</li> <li>· Managing change and being flexible and adaptable</li> <li>· Engaging in reflective practices</li> <li>· Demonstrating personal responsibility</li> </ul>	➤ manage the use of time and other resources to complete projects	<p>PSYC1023 – Human Relations</p> <p>BUSI1069 – Salon Functions – Lev. 1</p> <p>BUSI3016 – Salon Functions – Lev. 2</p> <p>SFTY1023 – Health &amp; Safety – Lev. 1</p> <p>SFTY3007 – Health &amp; Safety – Lev. 2</p>

SKILL CATEGORIES	DEFINING SKILLS Skill areas to be demonstrated by the graduates	ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES The graduate has reliably demonstrated the ability to:	COURSE TITLE / COURSE CODE (From Appendix C)
		➤ take responsibility for one's own actions, decisions, and consequences	All courses



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## ONTARIO COLLEGES OF APPLIED ARTS AND TECHNOLOGY CREDENTIALS VALIDATION SERVICE

### APPENDIX B - PROGRAM DESCRIPTION

**PROGRAM DESCRIPTION:** (including occupational areas where it is anticipated graduates will find employment)

This three semester diploma program is designed to give the students the skills necessary to become a professional hair stylist. Graduates of the program will have completed all of the classroom hours necessary for their trade certificate. Graduates will also have the information and skills necessary to start their own business upon completion of their apprenticeship practicals.

Graduates can expect to gain employment in hair salons, spas and/or start their own business on completion of their apprenticeship practical hours.

**VOCATIONAL PROGRAM LEARNING OUTCOMES:** (vocational program learning outcomes must be consistent with the requirements of the Credentials Framework for the proposed credential)

***The graduate has reliably demonstrated the ability to:***

1. Cut and style hair by using a variety of styling tools to meet client requirements and specifications.
2. Perform a permanent wave using test curl method of verification according to hair type and style.
3. Utilize the principles of anatomy in the provision of scalp and hair treatment, manicures and pedicures, facials.
4. Colour, lighten, tone, highlight and lowlight hair or remove artificial pigment to the level of colour desired.
5. Adapt to various and changing technologies, applications and procedures for the hair stylist industry.
6. Facilitate the provision of healthy and safe working environments, and perform sanitization procedures according to related health legislation.
7. Contribute to the development of a business plan, including budgeting and marketing.
8. Contribute to the development of effective strategies for the hiring and training of staff.
9. Apply entrepreneurial skills to the operation and administration of a hair stylist business.

*(Add additional outcomes as required)*

**ADMISSION REQUIREMENTS:**

**OSSD with courses at the general level, GED, ACE Level 4 or mature student with appropriate**

preparation.



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**ONTARIO COLLEGES OF APPLIED ARTS AND TECHNOLOGY  
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**APPENDIX C - PROGRAM CURRICULUM**

<b>Semester</b>	<b>Course Code*</b>	<b>Course Title (and brief course description)</b>
<b>1</b>	<b>SFTY1023</b>	<b>HEALTH &amp; SAFETY – LEVEL 1</b> Upon successful completion of this course the student will be able to demonstrate safe working practices in the workplace and be able to perform sanitization procedures according to related health legislation
<b>1</b>	<b>AEST1032</b>	<b>HAIR &amp; SCALP – LEVEL 1</b> The objective of this course is to introduce the student to the skills required to interpret and analyze scalp and hair and to select and use appropriate products to address various conditions.
<b>1</b>	<b>BUSI1069</b>	<b>SALON FUNCTIONS – LEVEL 1</b> Upon successful completion of this course, the student will be able to perform routine salon functions by communicating with clients, colleagues and co-workers.
<b>1</b>	<b>AEST1033</b>	<b>HAIR CUTTING – LEVEL 1</b> In this level 1 course, students will learn to cut and style hair to a desired shape or style using a variety of styling tools to meet client requirements and specifications.
<b>1</b>	<b>AEST1034</b>	<b>PERMANENT WAVE &amp; CHEMICAL RELAXING – LEVEL 1</b> Students will be able to perform a permanent wave using the test curl method of verification according to hair type and style.
<b>1</b>	<b>AEST1035</b>	<b>COLOUR &amp; LIGHTENING HAIR – LEVEL 1</b> On successful completion of this course, the student will be able to perform a colour to the level desired by the client. The student will also be able to lighten, tone, highlight and lowlight hair or remove artificial pigment to the level of colour desired.
<b>2</b>	<b>SFTY3007</b>	<b>HEALTH &amp; SAFETY – LEVEL 2</b> Students will build on their existing safe working skills and will be able to recognize a first aid situation and recommend a course of action and the appropriate procedures to following according to salon policies and health legislation.



2	AEST3007	<b>HAIR &amp; SCALP – LEVEL 2</b> Students will build on existing skills and be taught intermediate massage therapy treatment, including therapeutic stress management and relaxation massage.
2	BUSI3016	<b>SALON FUNCTIONS – LEVEL 2</b> Upon successful completion of this course, students will be able to perform advanced Smart Accounting Skills including inventory control and tracking, payroll summaries, customer entries and chemical work database. Students will also learn intermediate conflict management skills.
2	AEST3008	<b>HAIR CUTTING – LEVEL 2</b> Students will develop and cultivate an understanding of intermediate level cuts using a variety of texturizing methods and tools. Students will learn intermediate level braiding, longhair dress work and styling techniques.
2	AEST3009	<b>PERMANENT WAVE &amp; CHEMICAL RELAXING – LEVEL 2</b> Students will be taught intermediate level trends and techniques for both perming and straightening hair textures, as well as new techniques that help in the salon.
2	AEST3010	<b>COLOUR &amp; LIGHTENING HAIR – LEVEL 2</b> Students will be able to predict the natural underlying pigment of hair and how it will influence the colour results. In addition, they will learn the technique of foil wrapping. Students will be able to formulate simple colours to achieve coverage of gray hair, lightening of blonde and red hair colours.
3	AEST5002	<b>HAIR CUTTING – LEVEL 3</b> Students will be trained and empowered to provide advanced level haircutting and styling techniques that will help them develop an artistic design and haircutting portfolio.
3	AEST5003	<b>PERMANENT WAVE &amp; CHEMICAL RELAXING – LEVEL 3</b> Students will master the design of curls for additional elasticity and volume and discover how to re-create a variety of natural looks to achieve the styles with movement and design.
3	AEST5004	<b>COLOUR &amp; LIGHTENING HAIR – LEVEL 3</b> Students will be taught aspects of advanced colour trends and techniques to combine cuts and colour to create signature styles. They will learn how to control and prevent undesirable tones and create great colour and balance.
3	AEST5005	<b>FACIALS &amp; MAKEUP</b> On completion of this course the student will be able to provide

		cosmetic services including manicures, make-up application, colouring and removal of facial hair.
3	PSYC1023	<b>HUMAN RELATIONS*</b> This course is an overview of human interaction skill development necessary in industry. Upon successful completion of this course, students will be familiar with and put into practice, appropriate human behaviour to achieve personal and organizational objectives.
3	BUSI1005	<b>INTRODUCTION TO BUSINESS PROCESSES*</b> The purpose of this course is to explore the various functional areas of business in Canada, and to demonstrate the interrelationship amongst these areas. Students are introduced to many concepts, including: major business trends, the role of government in business, production and operations, employee-management issues, and financial resources management
3	?????	<b>GEN ED ELECTIVE*</b>  * General Education Courses

Add additional rows as required to complete the curriculum chart.

**\* (be sure to identify those courses designed to deliver General Education)**

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**SFTY-1023 -- HEALTH & SAFETY-LEVEL 1**

**Duration:** 48 total course hours

**Credit Units:** 3.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**

NO COURSES

**Course Description:**

Upon successful completion of this course the student will be able to demonstrate safe working practices in the workplace and be able to perform sanitisation procedures according to related health legislation.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Perform sanitation procedures according to health regulations.
2. Identify an emergency situation.
3. Demonstrate safe work practices and techniques in the workplace.
4. Identify company safety standards and regulations.
5. Review company safety standards and regulations.
6. Select good housekeeping and work practices so the workplace remains injury free.
7. Select safe operating conditions so equipment and tools are properly maintained.
8. Perform a hair consultation with a client.
9. Identify location and use of product Material Safety Data Sheets.
10. Demonstrate the ability to protect the client while reclining clients to the shampoo basin.
11. Communicate procedures to the client.
12. Apply protective garments, cream or cotton to ensure the safety of the client's eyes, ears and skin.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-1032 -- HAIR & SCALP-LEVEL 1**

**Duration:** 48 total course hours

**Credit Units:** 3.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of this course the student will be able to provide scalp and hair treatments.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Prepare scalp and hair for in-salon treatment.
2. Interpret scalp and hair analysis.
3. Assess scalp condition for oiliness or moisture level.
4. Describe elasticity.
5. Select hair product and interpret manufacturer's specifications for use.
6. Select cleansing and finishing product(s).
7. Demonstrate application, timing and rinsing techniques of selected product.
8. Select scalp product and interpret manufacturer's specifications for use.
9. Select finishing product and interpret manufacturer's specifications.
10. Demonstrate treatment finishing procedures.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**BUSI-1069 -- SALON FUNCTIONS-LEVEL 1**

**Duration:** 96 total course hours

**Credit Units:** 7.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of this course, the student will be able to perform routine salon functions by communicating with clients, colleagues and co-workers.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Prepare client for routine service.
2. Present a professional image according to employers requirement.
3. Develop a professional rapport with client and co-workers.
4. Demonstrate conflict resolution skills.
5. Identify client's level of satisfaction.
6. Recognize an escalating situation.
7. Communicate effectively with clientele and co-workers.
8. Understand how to operate the Smart Accounting Program.
9. Recommend home maintenance products.
10. Demonstrate sales closing techniques.
11. Describe receptionist duties.
12. Organize day and time sheets.
13. Interpret cost of salon services.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-1033 -- HAIR CUTTING-LEVEL 1**

**Duration:** 160 total course hours

**Credit Units:** 11.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of this course, the student will be able to cut hair and to style hair to desired shape or style using a variety of styling tools to meet client requirements and specifications.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Identify information from client consultation and determine facial shape and bone structure.
2. Interpret hair analysis.
3. Describe and demonstrate the use of cutting scissors, combs, razor and clippers.
4. Section hair into sections and sub-sections using comb and clips.
5. Cut long hair without graduation using scissors.
6. Cut perimeter of hair to desired length creating a guideline.
7. Cut long hair with graduation using scissors to achieve the desired shape.
8. Cut short hair with graduation using scissors to achieve the desired shape.
9. Determine a guideline to assess length shape, and style of hair according to clients requirements.
10. Prepare for styling or setting client's hair by adding styling products and evenly distribute throughout the hair.
11. Style wet hair using styling tools to achieve desired shape according to client's requirements.
12. Select roller sizes for client hair according to specific hair type and style.
13. Apply finishing products and comb out hair to achieve desired shape.
14. Style wet hair using finger wave method to achieve desired shape.
15. Style dry hair using electrical tools (blow dryer, curling irons, and flatting irons).
16. Perform a manicure.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-1034 -- PERMANENT WAVE & CHEMICAL RELAXING LEV 1**

**Duration:** 80 total course hours

**Credit Units:** 5.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of this course, the student is able to perform a permanent wave using test curl method of verification according to hair type and style.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Interpret information from client consultation.
2. Prepare hair for permanent wave by selecting shampoo according to hair type and texture.
3. Interpret scalp and hair analysis.
4. Select permanent wave solution.
5. Select perm rod size according to hair type and style.
6. Identify specific pattern for wrapping hair.
7. Perform protection of client's skin and clothes.
8. Perform a cold or self-activating wave by wrapping hair using end papers maintaining even tension.
9. Apply permanent wave solution.
10. Process the perm according to manufacturer's specifications.
11. Neutralize a perm by rinsing solution and towel-blotting hair.
12. Remove perm rods, rinse, apply conditioning products and prepare hair for further service.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-1035 -- COLOUR & LIGHTENING HAIR-LEVEL 1**

**Duration:** 112 total course hours

**Credit Units:** 8.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

At successful completion of this course, the student will be able to perform a colour to the level desired. The student will also be able to lighten, tone, highlight, and lowlight hair or remove artificial pigment to the level of colour desired.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Interpret information from client consultation and hair and scalp analysis.
2. Consult with client to determine selection procedures for product type and application.
3. Select a strand of hair and do a pre-deposition test.
4. Prepare hair for virgin, re-touch or colour application including draping, application of protective cream, sectioning and mixing colour.
5. Select method of application and colour hair using temporary colour.
6. Process the hair (timing) according to manufacturer's recommendations and clients requirements.
7. Prepare client and demonstrate application techniques for semi-permanent colour on virgin hair according to client's specifications and manufacturer's directions.
8. Prepare client and demonstrate application for semi-permanent colour and new growth.



STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**SFTY-3007 -- HEALTH & SAFETY-LEVEL 2**

**Duration:** 48 total course hours

**Credit Units:** 3.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of semester two Health and Safety course, apprentices build on existing safe working skills and will be able to recognize a first aid situation and recommend a course of action and the appropriate procedures to follow according to salon policies and health legislation.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Review procedures of protecting the client during any service, and insuring their safety.
2. Identify methods of decontamination for equipment and proper storage procedures.
3. Recognize a first aid situation and assess if any treatment is needed.
4. Identify location of first aid equipment and demonstrate its use.
5. Identify any communicable diseases and describe response to appropriate medical resources.
6. Interpret and apply any MSDS information.
7. Perform safe handling use, storage and disposal of hazardous and caustic materials.
8. Recognize the effects of a chemical procedure and describe responses.
9. Follow emergency protocol according to employer direction.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-3007 -- HAIR & SCALP-LEVEL 2**

**Duration:** 48 total course hours

**Credit Units:** 3.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of semester two treatment of the Hair and Scalp apprentices will build on existing skills and be taught intermediate massage therapy treatment, including therapeutic stress management and relaxation massage.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Prepare scalp and hair for in-salon treatment.
2. Identify scalp disorders.
3. Identify abrasions.
4. Recognize hair texture, porosity and density.
5. Select hair product and interpret manufacturer's specifications for use.
6. Demonstrate hair treatment techniques.
7. Interpret and follow manufacturer's specification.
8. Select scalp product and interpret manufacturer's specifications for use.
9. Demonstrate application, timing and rinsing techniques of selected product.
10. Demonstrate scalp massage techniques and procedures.
11. Select finishing product and interpret manufacturer's specifications.
12. Demonstrate application, timing and rinsing techniques for conditioning products.
13. Demonstrate towel drying techniques.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**BUSI-3016 -- SALON FUNCTIONS-LEVEL 2**

**Duration:** 96 total course hours

**Credit Units:** 7.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of semester two Salon Functions course, apprentices will be able to perform advanced Smart Accounting Skills including inventory control and tracking, payroll summaries, customer entries and chemical work data base. Students will also learn intermediate conflict management skills.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Operate the Smart Accounting Program and understand how to effectively use it.
2. Perform reception duties, perform math calculations.
3. Delegate duties to promote team work environment according to employers standard.
4. Reconcile financial products required for specific services according to hair and scalp type.
5. Consult with client and determine price and cost for service according to clients needs.
6. Market salon retail products, rotate and count stock.
7. Project future product needs.
8. Interpret manufacturer's material safety data sheets.
9. Demonstrate conflict resolution skills in a negative situation.

STUDENT COURSE INFORMATION

FANSHAW COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-3008 -- HAIR CUTTING-LEVEL 2**

**Duration:** 160 total course hours

**Credit Units:** 11.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of semester two Haircutting and Styling course, apprentices will develop and cultivate an understanding of intermediate level cuts using a variety of texturizing methods and tools. Students will learn intermediate level braiding, longhair dress work and styling techniques.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Demonstrate the proper use of hair cutting with a razor to create desired shape.
2. Cut facial hair using clippers and trimmers and an edging technique to create desired shape.
3. Texturize hair using scissors, texturizing shears, or razor to remove excess hair or create movement and volume to desired style.
4. Demonstrate advanced styling techniques on dry hair using hair products to achieve desired looks.
5. Perform styling techniques on dry hair using hot or steam rollers to achieve desired style.
6. Assess length, style and desired shape and style of hair.
7. Cut a guideline to determine desired shape and style of hair.
8. Cut various advanced short hair styles with graduation using a variety of cutting tools.
9. Recommend a hair style based on client's shape of head and bone structure.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-3009 -- PERMANENT WAVE & CHEMICAL RELAXING LEV 2**

**Duration:** 80 total course hours

**Credit Units:** 5.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of semester two Permanent Wave and Chemical Relaxing courses, apprentices will be taught intermediate level trends and techniques for both perming and straightening hair textures. They will discover new techniques that help in the salon.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Interpret information from client consultation.
2. Prepare hair for permanent wave by selecting shampoo according to hair type and texture.
3. Demonstrate various perm wrapping techniques and selection procedures for perm rod size, solution, timing, rinsing and neutralizing of a perm.
4. Prepare hair for chemical straightening or waving of a virgin head of hair.
5. Applying chemical relaxer and base cream to a client hair.
6. Select timing process according to manufacturer's specifications.
7. Prepare hair for chemical relaxing procedures for new growth hair.
8. Perform removal of product by rinsing and conditioning and preparing hair for further services.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-3010 -- COLOUR & LIGHTENING HAIR-LEVEL 2**

**Duration:** 112 total course hours

**Credit Units:** 8.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

On successful completion of semester two Hair Colouring and Lightening, apprentices will be able to predict the natural underlying pigment of hair and how it will influence the colour results. In addition, they will learn the technique of foil wrapping. They will be able to formulate simple colours to achieve coverage of gray hair, lightening of blondes and red hair colours.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Interpret information from client's consultation and hair and scalp analysis.
2. Recommend and consult with client to determine selection type for and application.
3. Select a strand of hair to do a pre-deposition test using permanent hair colour.
4. Prepare hair for a virgin retouch or tint back.
5. Read existing client's record or use a colour chart to determine natural or desired level of hair colour.
6. Drape client, cleanse hair, apply protective cream, and section hair for application of colour.
7. Process, and time hair according to client's specifications and manufacturer's recommendation.
8. Prepare client and demonstrate application techniques for permanent colour on new growth.
9. Select proper colour filler and mix, apply and time according to client requirements and manufacturer's specifications.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-5002 -- HAIR CUTTING-LEVEL 3**

**Duration:** 160 total course hours

**Credit Units:** 11.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of semester three Haircutting and Styling course, apprentices will be empowered with advanced level haircutting and styling techniques that will help them develop an artistic design and haircutting portfolio.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Perform various advanced haircutting techniques to achieve desired style.
2. Demonstrate styling techniques for up dos.
3. Perform braiding techniques, (French braids, corn rows, etc.).
4. Demonstrate specialty ornament or hair attachment techniques.
5. Perform the attachment of hair extensions using a variety of methods.
6. Assess a client's skin and apply makeup using contouring and high lightening according to client's desire.
7. Perform procedures for hair removal according to manufacturer's specifications.
8. Perform facial hair colouring product to facial or brow hair according to manufacturer's specification.
9. Recommend a variety of hairstyles based on the client's job, lifestyle and natural ability.
10. Recommend a variety of haircuts based on client's job, lifestyle and natural ability.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-5003 -- PERMANENT WAVE & CHEMICAL RELAXING LEV 3**

**Duration:** 80 total course hours

**Credit Units:** 5.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

Upon successful completion of semester three Permanent Wave and Chemical Relaxing, the student will master how to design curls for additional elasticity and volume. They will find out how to re-create a variety of natural looks to achieve the styles with movement and design.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Interpret information from client consultation.
2. Prepare hair for permanent wave by selecting shampoo according to hair type and texture.
3. Consult with client and be able to recommend various perm wrapping techniques.
4. Recommend perm rod size, timing and various solutions.
5. Process a permanent wave.
6. Prepare, recommend and process a perm based on client information and following manufacturer's directions.
7. Prepare, recommend and process a chemical relaxer based on client's information and following manufacturer's directions.
8. Prepare hair for a soft curl by shampooing.
9. Select soft curl cream, lotion and perm rods, according to specific hair type and style.
10. Select wrapping technique and apply solution to client's hair.
11. Perform a test curl based on rod size.
12. Demonstrate neutralizing and finishing procedures for a soft curl.



STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-5004 -- COLOUR & LIGHTENING HAIR-LEVEL 3**

**Duration:** 112 total course hours

**Credit Units:** 8.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

On successful completion of semester three Hair Colouring and Lightening, students will be taught all aspects of advanced colour trends and techniques to combine cuts and colour to create signature styles. They will learn how to control and prevent undesirable tones and create great colour and balance. They will learn what it takes to become a colour technician and practice competitive colour techniques.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Prepare client for lightening application.
2. Demonstrate lightener application techniques on virgin hair.
3. Demonstrate toner application techniques on pre-lightened hair.
4. Demonstrate highlight or lowlight application techniques.
5. Select method and mix product according to manufacturer's specifications.
6. Demonstrate sectioning and sub-sectioning techniques.
7. Demonstrate cap or painted application method to cover all hair.
8. Demonstrate weaving and freehand application techniques.
9. Demonstrate hand and tool manipulation techniques.
10. Time process according to manufacturer's specifications.
11. Perform visual colour test.
12. Demonstrate product and equipment removal techniques.
13. Select and apply finishing product according to manufacturer's specifications.
14. Mix colour Ren oval product according to manufacturer's specifications.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
January 2007

**AEST-5005 -- FACIALS & MAKEUP**

**Duration:** 64 total course hours

**Credit Units:** 4.00

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

On completion of this course the student will be able to provide cosmetic services including manicures, make-up application, colouring or removal of facial hair.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Prepare for a manicure.
2. Consult with client to determine shape, length and colour of nails.
3. Inspect nails for any problems or disorders.
4. Identify muscles in the arm.
5. Demonstrate massage techniques.
6. Perform a manicure.
7. Prepare for a pedicure.
8. Consult with client to determine shape, length and colour of the nails.
9. Inspect feet and nails for any disorders or problems.
10. Identify muscles of the leg and foot.
11. Demonstrate massage techniques for the leg and foot.
12. Perform a pedicure.
13. Shape eyebrows using tweezing method.
14. Remove superfluous hair on face using wax and any finishing products.
15. Identify clients skin type, shape of face and bone structure.
16. Identify procedures to be taken when giving a facial.
17. Identify massage techniques used in performing aa facial.
18. Identify different types of makeup to be used in various situations.
19. Apply makeup using contouring, lightening, darkening, outlining and shading methods.
20. Prepare to lighten or colour facial hair and apply any finishing products.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
September 2006

**PSYC-1023 -- HUMAN RELATIONS**

**Duration:** 45 total course hours

**Credit Units:** 3.0

\*NOTE: The hours may vary.

**This course is a prerequisite for:**  
NO COURSES

**Course Description:**

This course is an overview of human interaction skill development necessary in industry. Upon successful completion of this course, students will be familiar with and put into practise, appropriate human behaviour to achieve personal and organizational objectives.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Identify major components of workplace social interactions which affect behaviour, human relations, and performance.
2. Discuss strategies that employers use to increase production and influence employee behaviour.
3. Select personal and organizational strategies to address quality and productivity opportunities within the workplace.
4. Explain the components to solving a problem, decision making, and conflict resolution in respect to workplace issues and human relations.
5. Identify the elements of work satisfaction and their application to leadership principles.
6. Discuss employee and organization responsibility to provide a safe working environment, ensuring equal opportunity and equal rights.

STUDENT COURSE INFORMATION

FANSHAWE COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
OXFORD COUNTY CAMPUS  
September 2006

**BUSI-1005 -- INTRODUCTION TO BUSINESS PROCESSES**

**Credit Units: 3.00**

**Duration:** 45 total course hours

\*NOTE: The hours may vary.

**This course is a prerequisite for:**

BUSI-3011	BUSINESS PROCESS ANALYSIS
BUSI-3012	COMMERCIAL BUSINESS APPLICATIONS

**Course Description:**

The purpose of this course is to explore the various functional areas of business in Canada, and to demonstrate the interrelationship amongst these areas. Students are introduced to many concepts, including: major business trends, the role of government in business, production and operations, employee-management issues, and financial resources management.

**Learning Outcomes:**

Upon successful completion of this course, the student will be able to:

1. Explain the trends affecting Canadian businesses
2. Describe the implications of the global market for Canadian firms
3. Identify the role of government in business
4. Discuss ethical behaviour, the environment and social responsibility of business
5. List the forms of business ownership; identify their advantages and disadvantages
6. Explain why people are willing to take the risks of entrepreneurship and describe what information is necessary for a business plan
7. Distinguish between the traditional and new management concepts
8. Describe how managers motivate employees and facilitate the development of self-managed work teams
9. Explain the importance of human resource management and describe current issues in managing human resources.
10. Identify the major labour issues between employees and management
11. Describe the new organizations that help companies become more customer-focused
12. Outline the operations management function needed for both manufacturing and service industries; describe the new manufacturing techniques employed today
13. Discuss the changing role of business technology

**HAIR STYLIST – NEW PROGRAM FOCUS GROUP**  
**Notes and Skills**  
**Monday, September 25, 2006**  
**5:00 p.m Woodstock Campus**

**Attendees:**

Debbie Renaud – Heads Up Studio  
Patrine Frey – Elmhurst Inn  
Tonino Commisso – Wellington Hair Studio  
Mary Csenkey – Roots to Ends  
Samantha Donaldson - Spalutions  
Deb Wilkin  
Sheri Knott

\*Also includes comments received from:

D.J. Alexander – Roots to Ends  
Paul Baran – Jaz Hair  
Frank Ambrogio - Modafina

Sheri Knott welcomed the group and thanked them for the input provided to date for the proposed new program in Hair Stylist.

Deb Wilkin outlined the process of College credentialing and the purpose of the meeting this evening. Because this program already has a list of accepted learning outcomes as outlined in the Hairstylist Apprenticeship curriculum, the meeting was an affirmation of the outcomes and an opportunity to see what other types of skills salon owners would like to see in graduates.

**Skills identified by Focus Group**

**Essential Employability Skills**

- Communication Skills
- Numeracy Skills
- Personal and Interpersonal Skills
- Critical Thinking Skills
- Information Management Skills

**Specific skills identified by group as important to the industry**

- Listening
- Excellent customer service (mentioned several times)
- Sales
- Dealing with difficult customers
- Self motivated – able to work independently and as part of a team
- Common sense

- Interpersonal skills (difficult customers, leadership)
- Knowledge of chemistry
- Computer skills
- Artistic design
- Basic colour theory
- Workplace sanitation (infection control)
- Work station sanitation
- Instill accountability/responsibility
- Importance of ventilation
- Challenges of home-based business (health & safety of family & clients)
- Willingness to learn (never know everything there is to know!)
- How to keep up to date

**Demand:** Some sixteen salon owners and managers provided letters of support for both a post secondary program and an apprenticeship program in Hairstylist. The apprenticeship program has been approved for delivery in September, 2007. Approval of a post secondary program will round out the offering for the community. As Sheri explained, there is a secondary program that will be explored once the Hairstylist is up and running – Esthetician/Cosmetology.

**Target Market:** The group discussed the current challenges with only the private schools offering the Hairstylist program. The majority of private schools are very expensive to attend and are much more interested in maintaining a profit-driven business than they are in providing up-to-date information and quality learning experiences for students. Given the overwhelming response to a very small ad in the Continuing Education course guide, the number of applicants is not an issue at this time.

This program will include the delivery of the 1500 hours of apprenticeship classroom theory as well as general education and employability skills training. The program will be delivered in three sixteen week semesters (total 48 weeks) consecutively. Therefore the credential to be applied will be an Ontario College Diploma.

The program description and vocational learning outcomes were reviewed by the committee and agreed upon at the meeting.

Because of the demonstrated level of demand and the small amount of renovations required to the space allocated for this program, a start date of January, 2007 is optimum.

**Next steps:** Deb Wilkin explained the internal approval process and will then be submitted to the Ministry of Training, Colleges and Universities for funding approval.

## **LABOUR MARKET PROSPECTS HAIRSTYLIST PROGRAM**

Because this is the first proposal of its kind in Ontario, there is no data on employment statistics within the College system. Several Colleges offer apprenticeship training, but there are no post secondary offerings.

### **EMPLOYMENT PROSPECTS**

#### **Ontario Job Futures:**

Employment Prospect – over the next five years: Good

Employment for this occupation is expected to grow more rapidly than the average for all occupations through the year 2009 due to growth in population and incomes. As well, replacement needs are expected to create a substantial number of job openings yearly due to the rapid turnover and the large size of this occupational group.

Some salons hire only experienced workers who can also bring with them an established clientele. The larger salons (eg in shopping malls) tend not to have such requirements. There is a growing practice in established beauty salons of renting out chairs to hairstylists, who in effect become self-employed. There is also a trend for workers to leave salons to work out of their own home or clients' premises.

Estimated employment in 2004 was 35,700.

Average annual employment income (2000) - \$23,787 (note – tips are not taken into consideration in this number)

#### **Workopolis.com**

78 jobs listed over a 6 week period

Red Seal trade certification in Hairstylist allows for inter-provincial mobility which enhances job prospects throughout Canada